



US Army Corps
of Engineers®
Nashville District

DistrictDigest

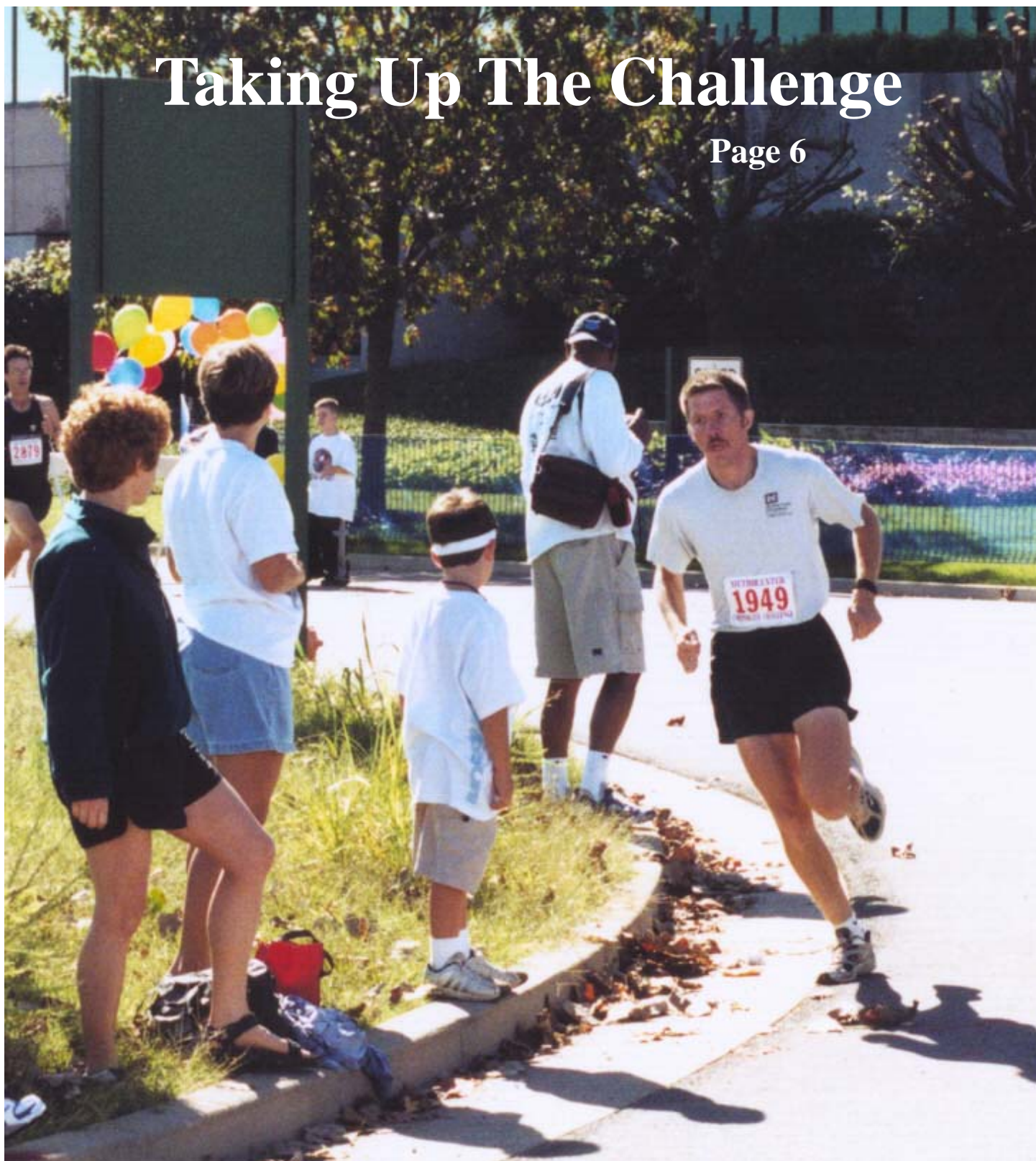
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November 2002

Taking Up The Challenge

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Regional Board Reports on Successes

The Regional Management Board was established to take advantage of specialized skills that exist in Districts and make wise use of those skills across the entire Great Lakes

and Ohio River Division, which is our Regional Business Center.

Recent examples of success were cited at the August meeting in Columbus, Ohio.

Tom Swor, Nashville District biologist, shared his success and that of the product delivery team in integrating the Chief of Engineers Environmental Operating Principles and strategic communications into the planning process for the Ohio River Main Stem Systems Study. He was commended for that success and asked to share it across the Corps of Engineers.

Phase I of the Regional Business Center 2012 Future State has been completed. This study is considering the likely workload of the Regional Business Center over the next ten years, and what actions need to be taken to carry out that workload in an excellent manner. Future focus will be on budgetable items and allocation of budget ceilings and realistic Congressional adds, as well as federal and non-federal contributions. Tom Cayce, Chief of Programs, is the Nashville District representative on this study team.



Photo by Ed Evans

On the Cover

Ranger Scott Fanning turns a corner Oct. 5 at Metro Center's Corporate Challenge as he leads the Nashville District men's team to victory in the mile event. He finished with a time of 4:59. The fleet-footed athlete also led the team to a first-place finish in the men's 3-mile event as he finished in 16:42.

DistrictDigest

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Articles, photographs, and other contributions are welcomed and encouraged. The editor reserves the right to make editorial changes to all material submitted for publication.

Story ideas and articles may be submitted to P.O. Box 1070, Nashville, TN 37202-1070. Details may be obtained from the editor at (615)736-7163.

Written material may also be sent electronically to the editor at the following e-mail address: David.S.Treadway@usace.army.mil

Information about the Nashville District may also be found on the District's homepage at: <http://www.lrn.usace.army.mil>.

Lieutenant Colonel Steve Gay The Bottom Line

Hello to everyone in the Nashville District! This month's column is a little shorter than usual because I want to ensure you read it.

Formulation of the FY 03 Nashville Business Plan by District senior leaders, goal owners, objective owners, office chiefs, and select advisors is now complete. You should see the new pamphlet in the next couple of weeks. As I said before, each of you have a role to play in achieving the District's goals. Everybody is at least partially responsible for one objective. Many of you are partially responsible for multiple objectives. You and your supervisor should review the new business plan to ensure you know your part in achieving the District's goals. To repeat my comments from a few months ago, your ownership, in meeting the District's goals and objectives, has never been more important for two reasons.

First, we have created a new award, in addition to our existing performance and on-the-spot awards, to recognize the

entire District team for successfully obtaining 90 percent of the possible points in the Business Plan. The new award, called the Nashville District Business Plan Team Award, is for \$500, and will be awarded to every eligible member of the District team, regardless of grade or position. Only those team members with less than six months of service in the District, or who are under investigation for an EEO complaint, or who have been disciplined for inappropriate performance or behavior, or those who failed to receive a rating of Level 3 or above on their last evaluation are ineligible to receive the team award. By the way, if we fail to achieve a 90 percent score, we all get the same amount (\$0).

The second reason that meeting our District Business Plan goals and objectives has never been more important is because of current and future federal government initiatives to compare or compete select positions or business functions against alternative methods. At



this point, I am not certain what duty positions or functions will be studied, but I am confident that the more efficient we are as a District, the less need there will be to restructure or contract out duty positions or business functions. It will not be easy to earn a 90 percent but it is not impossible. We will review and report our progress each month in the Digest and at the Staff Meeting. Until then, talk to your supervisor and teammates to ensure you know your part in achieving a 90 percent and earning the \$500 team award.

October Employee of the Month

Donna Davis, a Realty Specialist in the Real Estate Division, was chosen as the Nashville District Employee of the Month for October.

Davis' primary duties include serving as the systems administrator for Real Estate Division's computer systems and the District's Real Property Officer.

Due to a combination of retirements and other emergencies, Real Estate has been short-handed for several months. During this time, she voluntarily handled much of Real Estate's year-end close-out and the preparation of the FY 2003 budget, all while still performing her regular duties.

Her actions were instrumental in ensuring that Real Estate Division was able to wrap-up FY 2002 and begin the new fiscal year without a hitch. Davis' actions during this critical period proved her value as a true team player.



Donna Davis



On the subject of safety, I want to congratulate everyone for performing their duties with safety in mind. The Nashville District continues to have an excellent safety culture. We finished with the best, or lowest, accident rate in LRD among the seven districts for FY 2002. Additionally, we have completed our Seven Castle Recognition Program for achieving safety performance and have requested a review from LRD for the division level safety performance Five Star recognition. Thanks again for keeping safety in mind for yourselves and your fellow employees.

Thanks again to everyone for your service and especially for your part in helping to achieve my goal of having a good day, everyday while serving you in the Nashville District.

Make a Difference!

Workers Respond to Cry For Help

by Steve Foshee

A faint cry for help at Guntersville Lock Oct. 23rd prompted quick action by Corps employees and saved a man from drowning.

Lock Operator Clemonds D. Coulter first heard the cry for help, a cry so weak he wasn't sure if he even heard the call. Coulter alerted J.B. Boyet and Randy Whitaker and asked them to look over the lock wall to see if they could spot anyone. When both men didn't see anything from the lock wall they began their search by water. They quickly donned their life jackets and launched a flatboat into the choppy water with temperatures in the upper forties to low fifties.

Boyet positioned himself in the front of the boat while Whitaker operated the watercraft. They first checked around the lock wall and then worked outwards from the lock. Fighting a brisk wind and waves that pounded the workboat, the pair finally spotted a white speck close to the bank, three-fourths mile from the lock.

Boyet yelled, "We need to hurry! Someone is hanging on the side of the boat!"

Whitaker maneuvered the craft alongside the capsized johnboat. They reached for the elderly man who was confused, had a weak pulse and slow, slurred speech and got him safely into the boat. He indicated a second person was with him and had gotten tangled up in the prop. Whitaker quickly removed his shoes and jumped into the icy water. He found the second victim who had gotten tangled in the prop by his clothing. With help from Boyet the second elderly man who was not responding was pulled into the boat. He wasn't breathing and didn't have a pulse.

Whitaker, administered CPR until the Alabama Marine Police and TVA Federal Police were on the scene. The victims then were moved to the Alabama Marine Patrol boat, to be transported to the dock above the lock, which was approximately a mile away. Whitaker resumed CPR and was relieved by the paramedics on shore. Later the coroner pronounced the second victim dead.

Both Corps employees credited their rescue to the training they received from the Motorboat Operators Training Course and CPR training.

Photo Contest Seeks Water Safety Entrants

The HQUSACE National Water Safety Committee is sponsoring a Corps-wide photo contest, promoting water safety. Submissions should promote water safety, demonstrate safe water practices, or showcase water-based recreation facilities.

All uniformed employees shown in the photos should be wearing the appropriate uniform for the activity in which they are engaged. Photos will be judged for clarity, composition, originality, visual impact, and theme.

Categories will include Commercial Boating, Winter/Fall Recreation, Spring/Summer Recreation, Corps employees in action, and Scenic.

Entries may be submitted in 35mm or digital format. If digital, quality should be 300dpi or more on CD ROM or zip disk.

Each photographer may submit up to three photos per category. Submit

contest entries to: Harry "Pete" O'Connell, Shenango Lake, 242 Kelly Road, Hermitage, PA 16148

Include photographer's name, park/project, district, date taken, and category.

Deadline is February 1, 2003. Submission attests that the submitter took the photo. Winners will be announced in April during the USACE session at the 2003 International Boating and Water Safety Summit (IBWSS) in Las Vegas.

Category winners will receive a plaque and one overall winner will have travel and registration expenses for the 2004 IBWSS paid by the committee. All photos become the property of the U.S. Army Corps of Engineers for use in publications, exhibits, and web pages. The contest is open to all Corps employees.

For more information, contact O'Connell at 330-547-5435 or 330-547-3801 or visit the water safety web site at <http://watersafety.usace.army.mil/>.

Hypothermia Real Danger Now, Watch For Signs

■ A Change in behavior during cold weather or a change in the way a person looks.

■ Weak pulse, low blood pressure.

■ Slowed, slurred speech, or shallow breathing.

■ Confusion or sleepiness.



If an individual's temperature is below 95 degrees Fahrenheit, immediately seek medical care. If you are in an area where medical care isn't available, you should begin warming the body core slowly.

You can use your own body heat to warm the individual. Get the person in dry clothes, and you should wrap them in a blanket covering the head and neck. Don't give persons with hypothermia alcohol, drugs, coffee or hot beverages. You can, however, give them warm broth.

Keep in mind you do not want to warm the extremities (arms and legs) first. This drives the cold blood towards the heart.



Boatman Honored by Engineer Society

by Steve Foshee

The Tennessee Section of the American Society of Civil Engineers (ASCE) honored District employee Todd Boatman at the Fall Luncheon in October with the American Society of Civil Engineers Award.

Boatman, a Lead Planner, Project Manager and Account Executive, has been a member of ASCE for 15 years, serving as the Nashville Branch President and as a District Nine Council member.

"I am truly honored with this recognition by my peers across the state of Tennessee," remarked Boatman. "ASCE has always sought to have a Government engineer's point of view throughout all levels of the organization, and the Corps has supported that call."

According to John Segna, Professional Activities Manager for ASCE, the award recognizes outstanding civil engineers in public service, an acknowledgement of the need for creative and highly skilled individuals in government functions. Nominees, with at least 15 years service as a civil engineer, were judged on sustained outstanding civil engineering performance in the public sector, character, professional integrity, civic, and humanitarian activities.

Boatman said Mike Wilson and Gordon McClellan first introduced him to an ASCE meeting when he began working for the Nashville District in



Photo by Diana Stout, Ragan Smith and Associates

Sandra Knight, Chair of the Tennessee Section Awards Committee, presents the American Society of Civil Engineers award to Todd Boatman Oct. 18 at the Fall Luncheon. The Tennessee Section of the American Society of Civil Engineers honored Todd Boatman at the Fall Luncheon October 18th. Sandra Knight, Chair of the Tennessee Section Awards Committee, presented the award.

1987. They told him how important it was for the Corps to support the organization, and that learning how the private sector solves engineering problems would give him a better perspective in his new job.

One of Boatman's favorite accomplishments as a member of ASCE occurred in 1994 when he helped

organize the first Nashville Branch Scholarship Golf Tournament. "We raised over \$3,000," said Boatman, "which was awarded to civil engineering students from Vanderbilt, Tennessee State, and Tennessee Tech Universities."

The 10th award scholarship program last year awarded \$10,000 to junior and senior civil engineering students.

Hedrick Selected As Regional Specialist

by Dave Treadway

Ecologist Ray Hedrick, Project Planning Branch, became the third Nashville District employee selected for promotion to GS-13, Environmental Analysis and Compliance, by the Great Lakes and Ohio River Division (LRD) as a regional technical specialist.

Sue Ferguson and Patty Coffey had been selected earlier from the environmental field. Structural Engineer Ken Hull and flood protection Hydraulic Specialist John Hunter were also selected as technical specialists in their field.

The Regional Specialist Program was initiated this year because officials felt the loss of technical talent and saw the need for maintaining technical expertise within every level of the Corps of Engineers. A regional technical specialist is an expert in a technical field with experience and specialized capabilities who can work on projects throughout the Division and provide quality control and independent technical review.



Biologist Ray Hedrick

Continued on Page 11
See Hedrick

Corps Places 3rd in Challenge

by Dave Treadway

A Nashville District team of runners and walkers gathered at Metro Center Oct. 5 and captured 3rd place in Division B, besting teams from Lipscomb University and Belmont University. Caterpillar Financial won the Division and Cokesbury finished 2nd.

Nashville's men captured victory in both the mile and 3-mile events, besting Caterpillar Financial each time. The women took second in the 3-mile masters event, a scant five points behind Lipscomb University while the men were edged out only by Caterpillar Financial in their version of the 3-mile masters.

Ranger Scott Fanning led the way to victory in the mile event as he broke the tape at 4:59. Teammates Mark Klimaszewski turned in a strong 4th place time of 5:29. Cayce Tiesler was right on his heels and crossed the finish line only four seconds

behind with a time of 5:33 for 5th place.

The same trio then nearly produced a mirror performance when the distance was stretched out to three miles. Fanning finished in 16:42 to lead Division finishers, Klimaszewski was second with 17:36, and Tiesler was 6th with 19:18.

Kathryn Firsching led the District women's team to a 2nd place finish in the 3-mile masters with a time of 24:12. Kathy McClanahan turned in a time of 28:28 and was only two seconds ahead of Lannae Long.

District Engineer LTC Steve Gay led the men to a 2nd place finish in the 3-mile masters event with a time of 20:15. Jim Deal was close behind with a time of 22:09 and Steve Eli completed the team, finishing in 27:24. Gay also led the 1-mile masters team to a 2nd place finish with a time of 6:20. Team members Jim Deal completed the mile in 7:33 and Barney Davis recorded a time of 8:52.

The Stationary Cycle team turned in a 2nd place finish based on the number of miles completed in a set time. Tiesler posted the best distance of the day to lead all entrants with 6.88 miles and he was joined by Gary House with 5.33 miles, and Jerry Lee with 4.56 miles.

People

A team of Bill Barnes, Dave Day, and Bob Miller placed third in the 1-mile masters event.

District participants also included Stacy Bennett, Bill Jackson, Roohieh Parsa, Marva Morris, Carol Haynes, Julia Jackson, Melissa Cartwright, Maj. Bob Pegg, Lyla Lewis, Carol Warren, Steve Daniels, John Tibbels, and Shonka Dukureh.

All helped the District amass 490 points in Division B. Categories included Fitness Walk, 1-mile women, participation points, all-event

bonus, volunteers, and CEO bonus. Carol Warren brought her husband and granddaughter along and Steve Daniels was accompanied by his wife on the Fitness Walk.

Bill Jackson and daughter Julia prepare refreshments for thirsty runners. Marva Morris and Carol Haynes also served as volunteers to help make the 2002 event a successful one.



Kathryn Firsching nears the finish line (above) as she leads the District Women's team to 2nd place in the 3-mile Masters event.

**Photos by
Ed Evans**



Chief, Secretary of the Army Explain Outsourcing Process For Workforce

Recent reports in the news media have discussed a proposal within the Department of Defense and the Department of the Army to outsource Civil Works functions to the private sector.

Competitive Outsourcing is in response to The President's Management Agenda. This Agenda has five major government-wide initiatives: 1) Strategic Management of Human Capital, 2) Competitive Outsourcing, 3) Improved Financial Performance, 4) Expanded Electronic Government and 5) Budget and Performance Integration. At this time the Corps is addressing the first two initiatives in a draft report called the Strategic Management of Human Capital and Competitive Outsourcing. The other initiatives are ongoing or being worked through other venues.

In support of the President's Agenda, Secretary of the Army White signed a memorandum on Oct. 4 directing all Army elements to develop implementation plans to outsource positions considered non-core competencies. These are positions considered to be not in direct support of the Army's war-fighting mission that could possibly be performed by other federal agencies or the private sector.

Chief of Engineers Lieutenant General Robert Flowers addressed the issue.

"Many of you have asked me about the FAIR Act, competitive sourcing, and how we will comply with the presidential directive to streamline our organization," said Flowers. "This is a very complex issue, and we are working with the Office of Management and

Budget to develop an implementation plan. I have established a Project Delivery Team with members from throughout the Corps to develop our plan and work with OMB for approval. The team is working closely with our senior leadership to meet the requirements while producing the smallest possible adverse impact to our organization and people."

Process

LRD has been working with USACE to prepare a plan to implement the report called the USACE Strategic Workforce Planning Document.

Several approaches are presently being discussed to study implementation options but no final decisions have been made. At this point, the functions, numbers and timelines are tentative.

This information is to expand upon the Competitive Outsourcing email sent to all employees by General Flowers on Sept. 18, Talking Points put out by HQ USACE, Oct 4, 2002, and the article in the July issue of Engineering Update, "New moves will streamline government."

Draft decisions still require OMB approval of the Corps plan. The Corps plan proposal includes exemption requests by USACE, a request to let the Corps study military funded positions versus being part of the Army studies and other considerations.

The current FAIR Act (FY01) authorized positions are the baseline for competitive Outsourcing numbers in the

report to OMB. HQ USACE used the difference between the current federal workforce and the minimum federal workforce level to identify functions subject to review. The minimum federal workforce level is the core organization required to sustain operations and meet demands, including industry partners.

Corps officials have said this will be a part of our lives for the next 6-8 years. Employees can expect to see the length dependent on the size of the function studied. A study can take anywhere from 60 days for a function with ten or fewer employees and up to four years when a large number of positions are studied.

Once USACE receives approval, decisions will be explained to the workforce. This will include what functions to study, study methods to use, timelines and other factors employees want to know. Policies and procedure guidelines and a Corps-wide schedule will be set by HQ USACE.

Sometime this month, LRD members of the USACE Competitive Outsourcing Task Force will go to Washington, D.C., to work on a detailed implementation plan. This is expected to be the next major milestone and a time when LRD can provide more information to the workforce.

The Corps of Engineers, along with the rest of the federal government, is under a presidential directive to increase government efficiency and effectiveness, and reduce costs. A key component of this initiative is the identification and competition of commercial activities.

A function is considered commercial-in-nature if it is or can be performed by the private sector and if the agency head (in our case the Army) determines it isn't inherently governmental.

The President, through Office of Management and Budget, directed all federal agencies to review and compete a portion (50 percent) of their commercial, i.e., contractible, activities over the next five years. Agencies have to look at their activities and determine who can perform them most efficiently, the government or a contractor.

This is not a directive to contract out jobs. Rather, it is a process of competition between federal and private sector service providers to determine who can most effectively perform certain functions.

Past experience by DoD shows that in 60 percent of such competitions, the federal workforce is the most cost-effective provider of services.

General Flowers assured all employees, "I am committed to taking care of people. We are still in discussions with OMB and working to finalize our plan. When we have something more concrete to report, we will make sure the information goes out to all members of our workforce."

The Chief provided the following guidance to the PDT: *·We will follow the Corps' Vision - "The world's premier public engineering organization, responding to our nation's needs in peace and war."* *·The Corps will not become a hollow contracting agency, or a grant agency.* *·While we will maintain our core competencies, we are willing to support this competitive outsourcing initiative.*

Plastic Floodwall Technology Demonstrated at Barkley

by Dave Treadway

Interlocking plastic grids filled with sand may replace sandbags in future fights with rising floodwaters.

On Friday, Oct. 25, workers from Lake Barkley Resource Office and Readiness personnel from Nashville watched a demonstration of the new technology and the speed with which it can be deployed. And speed of deployment was the primary selling point for developer Geocell Systems of San Francisco, Calif.

Geocell's Al Arellanes said the grids focus on the "time it takes to act in an emergency situation." The company claims the plastic grids, known as Rapid Deployment Flood Wall (RDFW), can greatly reduce the amount of time required to build a barrier against rising waters and protect lives and property for a lower cost.

The Corps of Engineers purchased the geocells, according to Natural Disaster Manager, Jared Gartman, and Nashville was simply observing the test.

Process

Three Geocell employees deployed the cells, which each measure 4 feet wide and 8 inches tall and are the equivalent of 34 sand bags, then demonstrated their versatility by walking on them after they were stacked and filled with sand. They then built a wall equivalent to 2,000 sandbags and filled it in about 30 minutes. The California Department of Water Resources State Flood Center estimates the same wall constructed with sandbags would require 35 people and 19 hours of labor. Company employees then emptied the cells and stored them, demonstrating another selling point. They claim reuse up to six times is possible, depending upon exposure. Current sandbag technology is not reusable and must be disposed of in a landfill.

Tests conducted by the Corps in Vicksburg, Miss., two years ago showed that such a wall can withstand up to 40 inches of static water, and wave action equal to that produced during severe flooding.

"This is another tool for us," said Operations Manager Wayne Lanier.



Photo by Jerry Brdznican

An end loader places sand into a new plastic Rapid Deployment Flood Wall during a demonstration of the new technology Oct. 25 at Lake Barkley. The plastic product is reusable and much quicker to construct than a sandbag structure.

Geocell literature touts the innovative floodwall technology as one-half the cost of sandbag walls when employing contract labor and one-sixth the cost when reused. If volunteer labor is used, the floodwalls are rated at 90 percent of

the cost of sandbags and about one-third of the cost when reused.

Nashville District last used sandbags to protect Smithland during a 1996 flood. Lanier estimated that more than 120,000 sandbags were used.

Combined Federal Campaign 2002 Kickoff A Success, \$50,000 Collected

by Tim Dunn and Cullum Miller

The 2002 Combined Federal Campaign has proven to be a huge success with more than \$50,000 collected to date to assist people and organizations in need of funding.

Not only did Nashville District employees join forces to donate money to numerous charitable agencies and organizations, but many also had the unique opportunity to work closely with employees from various other federal agencies and partner with them to conduct a joint campaign kick-off event.

Partnering with other agencies provided District key workers with opportunities to develop multi-agency teams comprised of individuals with specific knowledge and abilities that allowed pooling of resources and attainment of common goals.

Teams successfully shared the CFC message with all employees and

encouraged participation in the campaign in the most effective and efficient manner possible. This teamwork also provided an avenue for members to develop lasting relationships with members of other agencies that may prove beneficial in future endeavors. Mickie Porter served as Project Manager for the multi-agency kick-off event on Oct. 9.

In addition to the kick-off event at the federal building, similar events were also staged at various other locations around the District for field employees. Key workers at field locations were critical coordinators of events and helped increase employee awareness of CFC.

Many other employees volunteered to serve as key workers within their respective offices, functions that were extremely vital to the campaign's success.

A few donations are still trickling in, so the final totals for 2002 will be published in the December Digest.

Corps Divers Explore Safety at Workshop

by Dave Treadway

More than 60 divers, dive supervisors, and safety experts from the U.S. Army Corps of Engineers gathered at Nashville's Opryland Hotel Oct. 23 for a two-day workshop on diving and explored ways to make the occupation safer.

"We have very few diving accidents," said Vicky Siebert, Director of Safety for the Corps of Engineers, "but when one occurs, it is very serious."

The Corps experienced such an accident in August when a diver from Louisville was killed while working near a 'Beartrap' dam on the Ohio River. The workshop was designed, according to Siebert, to help prevent future accidents.

Brenda Warren, Director of Safety for the Great Lakes and Ohio River Division, urged attendees to, "Share your programs, so that we might all learn. We want to see all the diving safety tools in the division, and throughout USACE."

Nashville was asked to host the event. District Engineer LTC Steve Gay welcomed the opportunity to do so.

"Even though we feel like we are the best in the Corps," said Gay to a room full of chuckles, "somewhere there is an area that we don't do well in, and we want to find out where that is. Maybe you can help us do that this week," he told representatives from 18 districts, three divisions, and the safety community at USACE.

"The diving program really, really matters in this District. We don't want to show any weaknesses in our diving program."

Communication

Safety Specialist Bill Bennett, himself a diver for 33 years, reviewed the Lock-Out, Tag-Out Safe Clearance Procedures so important for divers and dive supervisors to follow when divers are placed in the water at a work site.

Bennett then served as facilitator while attendees discussed Head Differential Pressure, the law of physics that says water will always flow in the direction of the least pressure. When divers work in close proximity to openings where they

can be trapped by differential pressure, Bennett emphasized the importance of taking every precaution to protect divers.

Nashville gave attendees a close-up look at their self-staining dive trailer which is transported to the scene of all dives conducted by District divers.

Operations Manager Jim Davis facilitated discussions on Dive Supervisors and the many responsibilities that go with the unpaid position. Lockmaster Gary Harding did the same for inspection and equipment maintenance.

Charlie Bryan, Chief of the Maintenance Repair Section, discussed

dive quality control processes and performing a job with Corps divers vice contracting for those services. Bob Taphorn covered the Dive Coordinator's workload. Gary Harding wrapped up the workshop with dive management systems used throughout the Corps of Engineers.

LRD and USACE representatives then explored the question, "Where do we go from here?"

Warren emphasized the Workshop was put together to, "Provide Corps divers and dive supervisors with tools they can all take back with them and use to make an important profession much safer."



Photo by Dave Treadway

Bob Taphorn (left) talks to other Corps divers and supervisors as they inspect Nashville District's Dive Trailer Oct. 23 during a workshop at Opryland Hotel.

Senior Leaders Meet In Lexington, Ky.

Emerging Leaders and Focus Group members accompanied Nashville's Senior Leaders to Lexington, Ky., early this month for a Division-wide meeting to discuss Learning in Organizations and the Division Campaign Plan.

Discussion also provided a framework for team building and shared values among the Districts.

Division Engineer BG Steven R. Hawkins told participants LRD should become a "rabid" learning organization

which functions as a regional body. Breakout groups then discussed revisions to the Campaign Plan that would make it a clear, concise guide for the Division's future.

Emerging Leaders and Focus Group participants developed case studies on Leadership Development Programs (People), Regional Technical Specialists (Process), and the Division's Panama Canal Project (Communication), then presented them to the Senior Leaders.

The Corps Crowd

Congratulations to...

...Former Nashville member Tab Brown upon his selection as the new Chief of Planning Division at LRD. Tab started his new duties Sept. 23.

...Ray Hedrick of the Project Planning Branch, PPPMD, has been selected as a Regional Technical Specialist for Environmental Analysis and Compliance, GS-13. He competed against a strong field of applicants from throughout LRD and was one of three Nashville Planning Branch team members chosen for Environmental Tech-13 positions.

...Randy Crabtree, Power Plant Superintendent at Old Hickory and J. Percy Priest, was married on Oct 25, to Ms. Pam Powers from Beckley, W.Va.

...Janet Pryor upon her marriage to Jim Threet in Hendersonville on Oct. 12. Janet's new name is now Janet Threet. Janet is a Communications Assistant for Information Management at the Communications Field Office in Hendersonville.

...Ruben A. Hernandez, who graduated from the University of Memphis on August, 11, 2002 with a B.B.A. in Marketing.

...Glen J. Harriman, Mechanic A and Charles R. Ervin, Mechanic A at Center Hill Power Plant on successfully passing their "Senior Mechanic" exam.

...Charles L. Ogle, Electrician A at Center Hill Power Plant on successfully passing his "Senior Electrician" exam.

Welcome to...

...Justin Reed by the staff at J. Percy Priest. Reed has been working at Old Hickory for the past year.

...Scott Fanning, who is now a Park Ranger at Center Hill Lake. Scott was formerly a Ranger at J. Percy Priest.

...Tommy Mason, the new Facilities Manager at J. Percy Priest Lake.

...Fred Messerschmitt, Maintenance Worker, who transferred to Center Hill Power Plant from Watts Bar Lock.

...Daniel Reyna, Maintenance Worker, who transferred to Old Hickory Power Plant from Center Hill Power Plant.

Farewell to...

...Daniel Reyna, Maintenance Worker who transferred from Center Hill.

Sympathy to...

...The family of William Carter, whose daughter, Theresa Pope, passed away Oct. 17.

...The family of Robert Smyth, whose mother, Lucille passed away Nov. 3 in Gleason, TN.

...The family of Donald J. Carroll, retired Lock Operator, Pickwick Lock, who passed away Oct. 29.

...Gayla Michell and family, whose mother Jacqueline Luttrull passed away Oct. 7.

Get Well to . . .

...Olga Beddingfield's husband who had heart surgery at Vanderbilt Hospital Oct 17. Olga is the Power Project Manager at Old Hickory.

...Best wishes for a speedy recover to Brigitte Rugare, Project Planning Branch, who recently underwent surgery.

Baby Brigade...

...Dalton McCrary of the Design Branch and his wife Kelly had the arrival of their son Benjamin Dalton McCrary on Nov. 5. Benjamin was born weighing 8 lbs - 4 oz and is 20 1/2 inches long.

...Stephanie Coleman, EEO Assistant in the Equal Employment Opportunity Office, on the arrival of her first niece. Amari Janae Holland weighed in at 5 lbs, 8 oz and was 19 1/4 inches long on Oct. 27 in San Antonio, Tex, the first child of Stephanie's only sister, Jerri.

Correction...

...Sympathy to retiree Billy Evans, Real Estate Division, Management and Disposal Branch, whose wife Kathy Evans recently passed away. We incorrectly reported the entry last month.



A deer hunter recently discovered several marijuana plants on Corps property and informed Corp Rangers of his find. Two Special Agents of the State of Tennessee Alcoholic Beverage Commission recovered 10 plants with an estimated street value of \$10,000. The plants were destroyed by the State. Anyone who discovers such plants should report them to Corps Rangers at the project where the plants are found.

Tickets Now On Sale for Dec. 15 Christmas Play

The Nashville District's Annual Christmas Luncheon and Play will be held on Dec. 10, beginning at 11:30 a.m., at First Baptist Church (Fellowship Hall). This year's play, adapted from Charles Schultz's Peanuts classics, will feature our District Commander as Charlie Brown. As in plays past, you don't want to miss it! So

be sure to make plans to join LTC Gay and other newcomers to the stage in the fellowship, food, and fun of our annual Christmas program. Please contact coordinators Yvette Walker, (615) 736-7971 or Shonka Dukureh, (615) 736-7622 to purchase tickets for the luncheon, or for additional information regarding the program.

Fly Fishers Help Corps Build Spawning Benches

Story and photo by Ranger Gary Bruce

What began as a misty morning on Saturday, Oct. 26, turned into a beautiful fall day as volunteers from the Middle Tennessee Fly Fisher's Association (MTFFA) partnered with the U.S. Army Corps of Engineers to place 50 spawning benches on Dale Hollow Lake.

Rangers and volunteers gathered early at Pleasant Grove Recreation Area where Resource Manager Ronnie Smith explained how spawning benches will provide an increase in reproductive habitat for areas that lack the required natural woody cover. He said as reservoirs age, the quantity and quality of woody structure in them decreases. The benches help duplicate ideal spawning habitat for several fish species.

The anxious group then boarded a barge for a short trip to the area selected for the day's work. When the craft was safely docked, volunteers began unloading cement blocks, rough wood, hammers, wire, and other materials.

Workers assembled benches by connecting a 10-foot slab of wood to two cement blocks with galvanized wire. Benches were placed perpendicular to the shoreline about 15 feet apart, and at elevations ideal for smallmouth bass to



Four volunteers from the Middle Tennessee Fly Fishers construct spawning benches Nov. 2 on the shore of Dale Hollow Lake. Volunteers from the organization helped build 50 benches to improve fish habitat.

spawn, generally in the 6- to 8-foot-depth range during summer pool.

"We've enjoyed coming out," said MTFFA's Jeff Barrett, "and would like to make this an annual event. Members have been anticipating this event all year and are pleased to have this opportunity to help." Smith praised the Fly Fishers for their efforts.

"We're thankful to MTFFA for the volunteer work and time they shared at

Dale Hollow," said Smith. "This is a wonderful example of partnering efforts to improve fisheries' habitat in public waters. We look forward to continuing this project with MTFFA in the future, and I also want to encourage other groups, such as bass clubs, to join us in this habitat improvement project."

For more on spawning benches at Dale Hollow, visit www.lrn.usace.mil/pao/digest/1102/story16.htm.

Hedrick

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Hedrick began working for the Corps of Engineers as a Ranger at Lake Barkley in 1973 after graduating from Arkansas Tech with a BS in Wildlife Management and a short stint with the Arkansas State Park system. He then cut his teeth on the Tennessee-Tombigbee Waterway performing Environmental Assessments and as a member of the mitigation team.

"The environmental work was rewarding on that project," said Hedrick, "because I was able to contribute to the development of about 4,000 acres as a Wildlife Management Area."

The Arkansas native then spent what he considered very fruitful years working on most Section 202 projects in eastern

Kentucky as a member of Production or Internal Technical Review Teams.

"I am honored by the selection," continued Hedrick. "I knew when I entered this line of work that I would not get rich doing it but it was more important to me to have a positive influence for the environment. I have been able to do that with internal review and basically as a troubleshooter on environmental issues. My main goal has always been and will continue to be to make a difference when it comes to conserving the environment. Many of us have always lived by the new Environmental Operating Principles recently issued by the Chief of Engineers. Now that the Chief has written them down, more emphasis will be given them, and that is good."

Hedrick lists his mentors as Supervisory Ranger Jerry Jaco when he began work for the Corps, former Chief of Planning Branch Joe Cathey, Lead Biologist Tom Swor, and former Chief of Engineering Division Euc Moore. He credits Nashville District's EAGLE program, which emphasizes team-building skills, with helping him in the selection process.

The father of two is proud of daughter Tiffany, a freshman at Murray State University in Kentucky, and daughter Kimberly who is a junior at Fairview High School. He raises Beagles and enjoys hunting and target shooting in his spare time. He also enjoys music, but says the only instrument he plays well is the radio.

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Next PMBP Classes Set To Begin

by Judy Potaczek, Training Coordinator

New CDs have arrived for employees to participate further in the Project Management Business Process and that participation will be similar to that already completed.

PMBP facilitation sessions for Courses 2 and 3 will start this month and continue into December. December sessions will cover Courses 2, 3, 4, & 5.

November PMBP Group Discussion Sessions for Course 2 – Teams and Me and Course 3 – Public Service and Me began Nov. 12. All personnel are required to complete and participate in facilitation sessions for **Courses 2 and 3**. If you are only required to complete Courses 2 & 3, the November sessions are designed for you. If you are also required to complete Courses 4 and 5, please read the paragraph below and register for the combined session for Courses 2, 3, 4, & 5 in December.

December PMBP Group Discussion Sessions are designed specifically for those individuals who are required to complete Course 2 – Teams and Me, Course 3 – Public Service and Me, Course 4 – The Organization, Teams and Me, and Course 5 – Quality and the Project Delivery Team. They will begin on Dec. 6. **Select personnel**, as determined by supervisors and managers

are required to complete **Courses 4 and 5**. Supervisors have notified most personnel, who are required to complete Courses 4 and 5. If you are not sure whether you need to complete Courses 4 and 5, please verify participation with your supervisor.

Group discussion sessions are mandatory for all employees and reinforce key learning points of the PMBP self-study curriculum.

Employees must have viewed the appropriate courses for the session they are attending.

You may register for PMBP Group Discussions on the Intranet home page: <http://www2.lrn.usace.army.mil/pmbp/>

At the main menu you may register for a session, change a session that you are currently registered for or view a list of participants in each session. Follow the on-line directions - just DUIT!

November Dates in District History

November 1862: At Nashville, the Union Army of the Cumberland forms and commences training of three Pioneer (engineer) battalions.

November 29, 1863: At Knoxville, Union forces defending Ft. Sanders, an earthwork designed by army engineers, decisively repulse an attack by Confederate forces commanded by General James Longstreet.

November 13, 1864: Captain John Barlow, later the first Nashville District Engineer, arrives at the Tennessee capitol to direct the construction of a seven mile long defense line. These fortifications halt General John B. Hood's advancing Confederate army.

November 8, 1888: General Order No. 93 establishes Division offices for

the Army Corps of Engineers.

November 10, 1890: Muscle Shoals Canal opens to traffic.

November 1, 1913: First vessel locks through Hale's Bar project on the Tennessee River.

November 28, 1933: Nashville District transfers to the Ohio River Division.

November 27, 1948: Center Hill Dam construction completed; lake impoundment begins.

November 1977: Emergency personnel open four temporary area offices in western North Carolina to facilitate the replacement of over 500 bridges washed away in massive flooding.